

**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

<b>In re application of:</b>	§	<b>Group Art Unit: 2164</b>
<b>Calderaro, et. al.</b>	§	
<b>Serial No.: 10/042,439</b>	§	
<b>Filed: January 8, 2002</b>	§	
<b>Title: <u>System and Method for</u></b>	§	<b>Intellectual Property Law Dept.</b>
<b><u>Resource Reduction Financial</u></b>	§	<b>11400 Burnet Road</b>
<b><u>Impact Analysis</u></b>	§	<b>Austin, Texas 78758</b>

**INFORMATION DISCLOSURE STATEMENT**

The Commissioner of Patents  
Washington, D.C. 20231

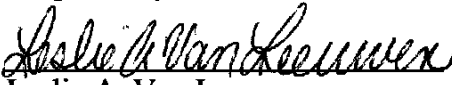
Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

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**LIST OF PATENTS AND PUBLICATIONS FOR  
APPLICANT'S INFORMATION DISCLOSURE  
STATEMENT****U. S. PATENT DOCUMENTS**

<u>Examiner Initial</u>	<u>Document Number</u>	<u>Date</u>	<u>Name</u>	<u>Classification Class / Subclass</u>	<u>Filing Date if Appropriate</u>
	AA	2003/0004790	01-2003	Calderaro et al.	705/11
	AB	2003/0004789	01-2003	Calderaro et al.	705/11
	AC	6,618,734	09-2003	Williams et al.	707/102
	AD	5,926,794	07-1999	Fethe	705/11
	AE	6,853,975	02-2005	Dirksen et al.	705/11
	AF	5,909,669	06-1999	Havens	705/11
	AG	6,275,812	08-2001	Haq et al.	705/11
	AH	6,524,109	02-2003	Lacy et al.	434/219
	AI	6,119,097	09-2000	Ibarra	705/11
	AJ	2003/0120537	06-2003	Desanti et al.	705/11
	AK	2002/0184085	12-2002	Lindia et al.	705/11
	AL	2002/0143496	10-2002	Mactas et al.	702/179
	AM	2002/0198766	12-2002	Magrino et al.	705/11

**FOREIGN PATENT DOCUMENTS**

<u>Examiner Initial</u>	<u>Document Number</u>	<u>Date</u>	<u>Country</u>	<u>Classification</u>	<u>Translation Yes No</u>
	AN				

**OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)**

<u>Examiner Initial</u>	
	AO "Reduction in grade and removal based on unacceptable performance," 5 CFR Part 431, February 23, 1987.
	AP "National Institute of Standards and Technology," Alternative Personnel Management System, Federal Register, October 21, 1997, v62, n203.
	AQ "Department of the Navy, Human Resources Implementation Guide" by Betty Welch, Department of the Navy Management Programs, October 1, 1997.
	AR US Office of Personnel Management, Restructuring Information Handbook, Module 3, Reduction in Force, June 1998 version.
	AS "Are you really managing your corporate resources?" by Robert Skinner, Management Accounting, v80, n2, August 1998.
	AT "IT Confidential" by John Soat, InformationWeek, July 9, 2001.
	AU Band et al., Strategic Downsizing, Management Decision, vol. 33, number 8, 1995, pp. 36-45
	AV Applebaum et al., Strategic Downsizing: Critical Success Factors, Management Decision, vol. 37, number 7, 1999, p. 535

Examiner:

Date Considered:

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.